

# Eileen Begle



## Biography

Eileen Begle has been with the Harris County Attorney's Office since 1992. She earned her undergraduate degree from St. Mary College in Leavenworth, Kansas, an MBA from Corpus Christi State University, and her law degree from the University of Houston Law Center. After working in the Houston City Attorney's office for two years handling tort claims litigation, she joined the office of the County Attorney to handle federal civil rights litigation, which eventually led her to concentrate on employment law. She earned her certification in Labor & Employment Law from the Texas Board of Legal Specialization in 2000.

Eileen is currently a Senior Assistant County Attorney working with Harris County Human Resources & Risk Management leading an initiative aimed at creating efficiency and compliance through effective communication, education, and meaningful dialogue.

She has over 15 years of public speaking experience on the local, state, and national level. She is passionate about public service.

## Classes Currently Offered

**Advanced FMLA and ADA** - The Family & Medical Leave Act and the Americans With Disabilities Act are both very complex laws. Supervisors and managers who have taken Basic FMLA (or already have a good working knowledge of FMLA) will benefit from this interactive class. Come prepared to engage in lively discussions! We will compare and contrast the protections under both laws; discover the reasons why designating FMLA is crucial; identify legal strategies for dealing with potentially abusive situations; and practice recognizing ADA and FMLA issues in the workplace and developing appropriate responses to them. Dealing with employee health issues is never easy. It takes compassion. But it also takes confidence to know that what you say and do is allowed under the law. This class will give you that confidence! You will have plenty of opportunities to ask questions and discuss possible solutions to current issues you may be facing.

**Basic FMLA** - Part of your responsibility as a supervisor is to recognize those situations that may qualify for protection under the Family & Medical Leave Act (FMLA) to ensure that the County complies with the law. In this interactive session we will identify the FMLA qualifying events; define the three major FMLA protections; distinguish the protections provided by FMLA from those provided under the Americans with Disabilities Act (ADA); and discover the reasons why designating FMLA is so important. You will have plenty of opportunities to ask questions and discuss possible solutions to any FMLA issues you may be facing.

**Ethics** - Harris County is committed to providing its services without the influence or even the *appearance* of influence of our private interests. Learn what the four pillars of the County's Statement of Ethics are and how they relate to your job every day.



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## Cont'd Classes Currently Offered

**Harassment Awareness** - Harris County is committed to providing a work place free of harassment. In this interactive session we will identify all of the legally-protected characteristics; describe what is and what is not illegal harassment; explore cultural influences that affect our behavior at work; and discuss the relevant County policies.

**Harassment Awareness and Prevention** - Part of your responsibility as a supervisor is to prevent illegal harassment in the workplace. You have to know what it is to be able to do that! In this interactive session we will identify all of the legally-protected characteristics; discuss what is and what is not illegal harassment; explore cultural influences that affect our behavior at work; and recognize your role in preventing harassment. After conquering that information, we will analyze the steps to take if you receive a report of harassment. You will have plenty of opportunities to ask questions, role play, and discuss possible solutions to hypothetical situations.

**Ten Things Every Supervisor Should Know** - Whether you have just been promoted or have been a supervisor for years, this class is a MUST! You will walk away with more confidence in dealing with tough issues like performance, attendance, and health-related matters. (Think ADA and FMLA!) We will start with the very basics and progress to detailed discussions of how to manage employee performance.

**The Americans with Disabilities Act** - The Americans with Disabilities Act (ADA) is a complex law. If you haven't had this training recently, you should attend one of these classes because the ADA has changed significantly since it was enacted. Supervisors and managers need to know what their obligations are to employees with disabilities. Come prepared to engage in lively discussions! We will define what is and what is not a "disability" under the Act, identify when reasonable accommodations are legally required, analyze how to determine whether a requested accommodation is reasonable, compare and contrast the protections under the ADA and the FMLA, explore legal strategies for dealing with potentially abusive situations, and practice recognizing ADA and FMLA issues in the workplace and developing appropriate responses to them.